RESOLUTION AGREEMENT

The Camas School District (the District) enters into this Resolution Agreement (Agreement) to resolve the allegation in the complaint, Reference Number 10221281, filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title VI of the Civil Rights Act of 1964 (Title VI), as amended, 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin by recipients of federal financial assistance from the U.S. Department of Education.

I. Harassment Policies and Procedures

A. Review and Revise Policies and Procedures

The District will review and revise, as necessary, its policies and procedures (revised policies) governing student harassment on the basis of race, color, or national origin. At a minimum, the District will ensure that the revised policies:

1. explain that Title VI prohibits the District from discriminating based on race, color, or national origin and that this prohibition includes a District duty to respond promptly and effectively to actual and constructive notice that student harassment on these bases is creating a hostile educational environment for students, including by stopping the harassment, preventing its recurrence, eliminating the hostile environment, and remedying its effects, as appropriate;
2. define actual notice and constructive notice;
3. explain that Title VI protects students from harassment based on race, color, or national original that creates a hostile educational environment for them (and define hostile environment);
4. include examples of student harassment based on race, color, or national origin;
5. provide examples of District responses to a determination that a student experienced harassment based on race, color, or national origin (e.g., disciplinary sanctions, no-contact orders, counseling, and school-wide assemblies); and
6. expressly prohibit retaliation, define retaliation, provide examples of retaliation, and identify consequences for retaliation.

B. Disseminate Revised Policies

The District will disseminate the revised policies by:

1. posting them on the District's Board Policies website;
2. including them, or at least a link to them, in all District schools' student and/or parent and guardian handbooks;
3. including a link to them on all District schools' websites;
4. emailing an announcement, with a link to them, to all District employees, students, and parents and guardians.

C. Reporting Requirements

1. Within 120 days of the District signing this Agreement, the District will submit to OCR for review and approval the revised policies. The submission will indicate (e.g., with tracked changes) what text is different or new compared to existing District policies and procedures.

2. Within 30 days of receiving OCR's written approval of the revised policies, the District will submit to OCR documentation verifying the District's compliance with Section I.B.

II. Recordkeeping

A. Forms

1. The District will develop and use a standard form for employees, students, parents and legal guardians to report or file a complaint about harassment of students based on race, color, or national origin (Form 1); and a standard form for designated employees to use when responding to such reports or complaints (Form 2).

2. Form 1 will include, at a minimum, fields for:

    a. the name and status (e.g., employee, student, parent/guardian) of the individual making the report;
    b. the date of the report;
    c. the name(s), school(s), and grade(s) of the student(s) who was/were harassed;
    d. the name(s) and status(es) of the individual(s) who allegedly engaged in harassment;

e. the basis or bases for the harassment (e.g., race, color, national origin);
f. a description of the harassment, including the nature, location(s), date(s), and approximate time(s) of the harassment;
g. the name(s) and status(es) of any witness(es) to the harassment; and
h. the impact(s) of the harassment on the student(s) who was/were harassed.

3. Form 2 will include, at a minimum, fields for:

a. the name and title of the employee who received the report or complaint of harassment;
b. the date the employee received the report or complaint;
c. the name and title of the employee who responded to the report or complaint;
d. the name and status of the individual who made the report or complaint;
e. the name(s) and school(s) of the student(s) who was/were allegedly harassed;
f. the name(s) and status(es) of the individual(s) who allegedly engaged in harassment;
g. the steps taken to investigate the alleged harassment (e.g., interviewing witnesses, obtaining witness statements, and reviewing video footage, and photographs) and the date that each step was taken;
h. a determination regarding whether the student(s) was/were harassed based on race, color, or national origin, and if so, a determination regarding whether the harassment created a hostile environment;
i. the date a determination was made;
j. an explanation for the determination made;
k. the names and positions of the individuals who were notified of the outcome of the investigation and the date each individual was notified; and
l. a description of any remedial measures taken by the District, including measures taken to eliminate the hostile environment, prevent its recurrence, and remedy its effects (e.g., disciplining the harasser, a safety plan, no contact order, providing counseling to students, or holding an assembly)

B. Policies and Procedures

The District will develop and implement policies and procedures (recordkeeping policies) designed to help ensure that employees adequately and accurately document and preserve all reports and complaints of and

responses to harassment based on race, color, or national origin. The recordkeeping policies will include, at a minimum:

1. a requirement that Forms 1 and 2 be readily available and consistently used;
2. a description of what records and information must be maintained (including, but not limited to, Forms 1 and 2, witness statements, interview notes, and other evidence);
3. a description of how records and information must be maintained, including which student information system (SIS) must be used, which relevant codes in the SIS must be used, and how long records must be maintained;
4. who is responsible for maintaining specific records and information;
5. how the District will ensure that the recordkeeping policies will be followed with fidelity (e.g., periodic reviews and audits for each District school).

C. Dissemination

1. The District will make Form 1 available on the District's website and on each District school's website, in each school's student and/or parent and guardian handbook; and in the front office and counseling office of each District school.

2. The District will disseminate Form 2 to all employees who are authorized to handle reports of harassment based on race, color, or national origin by emailing it to all employees, disseminating hardcopies of it at a staff meeting at each school, and posting it on the District's intranet site used by employees.

D. Reporting Requirements

1. Within 90 days of the District signing this Agreement, the District will submit to OCR for review and approval a copy of Form 1 and Form 2 and the recordkeeping policies.

2. Within 30 days of receiving OCR's written approval of Form 1, Form 2, and the recordkeeping policies, the District will submit to OCR documentation verifying the District's compliance with Section II.C.

III. Climate Surveys

A. Administration

During the 2024-2025 and 2025-2026 school years, the District will administer an age-appropriate climate survey of students at Camas High School (School).

B. Content

The survey will include topics related to harassment of students based on race, color, and national origin. The survey will include notice to survey takers that they may file a complaint regarding harassment based on race, color, or national origin, as well as a link to Form 1. Survey topics will include:

1. the prevalence of such harassment;
2. students' willingness to report such harassment;
3. whether students have sufficient access to, and information about, the District's policies and procedures regarding such harassment, including how to report it;
4. students' perceptions of the School's responses to reports of such harassment; and
5. students' suggestions for reducing incidents of such harassment at the School and improving the School's response to reports of such harassment.

C. Analysis and Planning

Within 60 days of conducting the annual surveys, the District will analyze the results and use the results to develop an action plan, if necessary, which will be implemented to address the concerns identified (e.g., further revise policies and procedures, provide additional training, etc.).

D. Reporting Requirements

1. Within 120 days of the District signing this Agreement, the District will submit to OCR for review and approval a plan for the survey. The plan will include the survey opening and closing dates, how the District will disseminate and publicize the survey, the survey questions, and the names(s) and title(s) of the individual(s) who will be charge of administering the survey.

2. Within 90 days of conducting each annual survey, the District will submit to OCR for review and approval the required analysis and, if necessary, the action plan.

IV. Training for All Employees

A. Training Content

1. Within 20 days of the start of the 2024-2025 and 2025-2026 school years, the District will train all current employees regarding the revised policies, the recordkeeping policies, and recognizing, reporting, and responding to harassment based on race, color, or national origin, including the use of Forms 1 and 2.

B. Reporting Requirements

1. Within 60 days of receiving OCR's written approval of the revised policies, recordkeeping policies, and Forms 1 and 2, the District will submit to OCR for review and approval a training plan, including the training materials and the name(s), job title(s), and qualifications of trainer(s).

2. Within 45 days of receiving OCR's written approval of the training plan, the District will submit to OCR documentation verifying its compliance with Section IV.A, including the date(s) of the training; the identity of the trainer(s); a copy of the training materials and handouts; the names and positions and school/assigned location of employees who did not complete the training and a plan to train each person within 30 days.

V. Training for Students

A. Training Content

1. The District will provide developmentally appropriate training for Camas High School regarding:

    a. the definition and examples of harassment based on race, color, and national origin;
    b. how to recognize and report harassment based on race, color, and national origin;
    c. a summary of the District's policies and procedures regarding discrimination and harassment based on race, color, and national origin,

including responsibilities of District employees in responding to harassment based on same;

d. the possible consequences for students who engage in harassment based on race, color, and national origin; and
e. protections from retaliation under Title VI, and District policies and procedures.

B. Reporting Requirements

1. Within 60 days of receiving OCR's written approval of the revised policies, recordkeeping policies, and Forms 1 and 2, the District will submit to OCR for review and approval a training plan, including the training materials and the name(s), job title(s), and qualifications of trainer(s).

2. Within 45 days of receiving OCR's written approval of the training plan, the District will submit to OCR documentation verifying its compliance with Section V.A, including the date(s) of the training, the identity of the trainer(s), and a copy of the training materials and handouts.

VI. Audits for the 2024-25 and 2025-26 School Years

A. Audit

The District will provide records to OCR on reported student harassment based on race, color, and national origin at Camas High School during the 2024-2025 and 2025-2026 school years.

B. Reporting Requirements

Within 30 days of the end of the 2024-2025 school year and the end of the 2025-2026 school year, the District will submit to OCR completed Forms 1 and 2 for each report or complaint of harassment based on race, color, or national origin. If any reports or complaints do not have associated forms, the District will provide a written description of the report or complaint and the District's response to the report or complaint and an explanation for the lack of forms. The District will promptly and fully address OCR's concerns, if any, about the submissions until OCR notifies the District that no further reporting is required.

VII. General Monitoring Principals

A. By signing this Agreement, the District agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement.

B. The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has demonstrated compliance with the terms of this Agreement and is in compliance with Title VI, as amended, 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100, which was at issue in this Complaint.

C. The District understands and acknowledges that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms and obligations of the Agreement and the Title VI statutory and regulatory obligations. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 days to cure the alleged breach.

D. This Resolution Agreement will become effective immediately upon the signature of the District's representative below.

FOR CAMAS SCHOOL DISTRICT:

/s/

John Anzalone, Superintendent	June 17, 2024 Date